

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**ALDEN (EWELL) FREE LIBRARY, ET AL, CONTRACTING MEMBER LIBRARIES,
WITHIN
THE BUFFALO & ERIE COUNTY PUBLIC LIBRARY SYSTEM**

AND

**THE CLERICAL & MAINTENANCE UNION OF THE BUFFALO & ERIE COUNTY PUBLIC
LIBRARY- CONTRACTING LIBRARIES**

STATEMENT OF PURPOSE

THIS AGREEMENT entered into by the Alden (Ewell) Free Library, et al, Contracting Member Libraries, within the Buffalo & Erie County Public Library System, hereinafter referred to as the "Library" and Clerical & Maintenance Union of the Buffalo & Erie County Public Library – Contracting Libraries, NYSUT/AFT, AFL-CIO, hereinafter referred to as the "CMU," has its purpose the promotion of harmonious relations between the Library and the CMU; establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

NOW THEREFORE, it is mutually agreed as follows:

ARTICLE 1 – PARTIES AND RECOGNITION

- 1.1 THIS AGREEMENT made and entered into by and between the Buffalo and Erie County Public Library, acting as agent for the following contracting libraries (hereinafter "the Library"):

Alden (Ewell) Free Library
Amherst Public Library
Angola Public Library
Aurora Town Public Library
Boston Free Library
Cheektowaga Public Library
Clarence Public Library
Collins Public Library
Concord Public Library
Eden Library
Elma Public Library
Grand Island Memorial Library
Hamburg Public Library
Lackawanna Public Library
Lancaster Public Library
Marilla Free Library
Newstead Public Library
North Collins Library
Orchard Park Public Library
City of Tonawanda Public Library
Town of Tonawanda Public Library
West Seneca Public Library

AND THE CLERICAL & MAINTENANCE UNION OF THE BUFFALO AND ERIE COUNTY PUBLIC LIBRARY – CONTRACTING LIBRARIES, NYSUT/AFT, AFL-CIO (hereinafter "CMU") .

- 1.2 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE

ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

- 1.3 The Library, acting pursuant to the Public Employees' Fair Employment Act, recognizes the Association as the exclusive representative of the employees in the following employer-employee negotiating unit:

All full-time and regular part-time clerical and maintenance employees employed by Alden (Ewell) Free Library, et al, Contracting Member Libraries, individually, within the Buffalo & Erie County Public Library System.

ARTICLE 2 – DEFINITIONS

- 2.1 The following definitions shall apply in the interpretation of this Agreement:

- A. Full-time – A full-time appointment is one made to any budgeted full-time position in which an incumbent is regularly scheduled for forty (40) hours each week, on a continuing basis, throughout the year. It is considered permanent employment.
- B. Regular Part-time (RPT) – A Regular Part-time (RPT) appointment is one made to any budgeted RPT position in which an incumbent is regularly scheduled for twenty (20) hours or more, but less than forty (40) hours each week, on a continuing basis, throughout the year. It is considered permanent employment.

Positions designated as RPT, i.e. as an extension of the title, are considered permanent positions, and incumbents who otherwise meet eligibility requirements may accrue increments, accumulate seniority, and qualify for many of the fringe benefits enjoyed by full-time employees. Generally fringe benefits for RPT employees are, unless otherwise noted, pro-rated.

Example of pro-rating a benefit: If an RPT employee with 11 years of employment works an average of 30 hours per week, vacation accruals are calculated at the rate of 75% (30/40) of a full-time, forty (40) hour per week employee with 11 years of employment. The full-time 11-year employee earns 20 vacation days (160 hours) per year, accrued at the rate of 6.16 hours per pay period, based on a 26 pay period system. Therefore the 11-year RPT employee will earn 15 vacation days (120 hours) per year, accrued at the rate of 4.62 hours per pay period, based on a 26 pay period system.

- C. Actual household member – Individuals who are not blood relatives or in-laws must be a member of the employee's immediate household for at least one (1) year. An affidavit, on a form provided by the Library, establishing that such a person is a member of his/her immediate household must be filed with the B&ECPL Human Resources/Labor Relations Officer prior to requesting leave. Such affidavit must be kept current.

ARTICLE 3 – COMPENSATION AND BENEFITS

3.1 Salary

- A. All unit members will be paid in accordance with the salary schedules set forth in Appendices A and B attached hereto. Salary schedules for each year of the negotiated contract become effective the first day of the pay period during which January 1 falls. These schedules reflect a 3% increase effective January 1, 2015, a 2.5% increase effective January 1, 2016, a 2.5% increase effective January 1, 2017, and a 2.5% increase effective January 1, 2018. The amounts shown on the salary schedules (Appendices A and B) are the annual salary, the biweekly salary and the hourly rate, respectively.
- B. Appendix A (White Collar)
 - Schedule: Job Group 1 = RPT Clerk Typists, Library Clerks
 Job Group 4 = Senior Library Clerks
 Job Group 5 = Library Associates and RPT Library Associates
 Job Group 6 = Principal Library Clerks
- C. Appendix B (Blue Collar)
 - Schedule: Job Group 3 = Caretaker and RPT Caretaker
- D. Full-time or RPT employees appointed to unit positions shall be paid at the probationary rate (Step 0) of the applicable job group in the applicable salary schedule for a period of six (6) months. Following completion of the required six (6) month period of actual service, employees shall be moved to Step 1 of the applicable job group in the applicable salary schedule. Thereafter, employees shall be moved to Step 2 of the applicable job group in the applicable salary schedule on the earlier of the immediately following January 1st or July 1st from the date the employee moved to Step 1. (In the case of a January 1st or July 1st start date, the employee will move from Step 0 to Step 2 on the immediately following January 1st or July 1st, as applicable.) Employees shall then be eligible to move to each successive wage increment step (Steps 3 – 5) on a yearly basis from the date of the move to Step 2, provided they have a minimum of nine (9) months of service since receiving their last increment.
- E. In computing increment eligibility, when appointments are made on January 1, or July 1 and the day falls on a holiday or non-scheduled work day, the increment period will include these days.
- F. Because of the payroll procedures that enable the Library to have a regular pay throughout the year, the increment eligibility period and pay periods may not at all times coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls.

3.2 Longevity Increments:

- A. Full-time or RPT employees shall be eligible for the first longevity increment (Longevity A) after completing a total of nine (9) years of continuous service with the Library and a minimum of five (5) years actual service at Step 5 of the same job group.
- B. Following the receipt of the first longevity increment (Longevity A) a Full-time or RPT employee shall receive an additional longevity increment for each additional three (3) years of actual service in the same job group, up to a total of five (5) (Longevity E), including the first longevity increment set forth in paragraph (A), above.
- C. In computing longevity increment eligibility, when appointments are made on January 1, or July 1 and the day falls on a holiday or non-scheduled work day, the increment period will include these days.

Because of the payroll procedures that enable the Library to have a regular pay throughout the year, the increment eligibility period and pay periods may not at all times coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls.

3.3 Transportation Expenses

- A. Mileage:
 - 1. Whenever an employee is required to use his/her personally owned automobile for library business; authorization for reimbursement is required from the Contracting Library Director.
 - 2. Mileage reimbursement shall be equal to the IRS mileage rate, with the minimum reimbursement equal to one mile.
 - 3. Toll charges will be reimbursed if supported by appropriate receipts.

- B. Parking:

Employees may receive reimbursement of parking charges incurred while on library business if supported by appropriate receipts.

3.4 Emergency Call-In Pay

- A. Should a full-time or RPT employee be called into work when he/she is not scheduled, he/she shall be paid for a minimum of three hours.
- B. Call-in pay is not incorporated into the forty (40) hour workweek.

3.5 Overtime

The Fair Labor Standard Act (FLSA) will dictate the compensation paid to full-time employees for overtime work:

- A. If an employee works over 40 hours in a predetermined workweek, excluding sick leave and personal leave, the employee shall receive time and one-half compensatory time for all overtime hours worked.
- B. Employees may request in writing monetary payment in lieu of compensatory time off. Written requests must be submitted to the Contracting Library Director by the third Monday in January. The election of cash payment shall remain in effect until the employee revokes it. Revocation may only occur during the month of December in each year.
- C. Compensatory time may be used in fifteen (15) minute increments.
- D. All employees shall be entitled to accumulate compensatory time to 80 hours.

3.6 Health and Dental Insurance

- A. Health Insurance:
 - 1. The Library shall offer health insurance to each full-time and RPT employee covered under this Agreement.
 - 2. Full-time and RPT employees shall have a single health care provider chosen by the Labor Management Health Care Fund, and a choice among three insurance products: the Enhanced Plan, the Core Plan or the Value Plan. All full-time and RPT employees will be eligible for a family or single plan, at their option, subject to the written verification requirements contained in the collective bargaining agreement. The Library shall contribute to the cost of health insurance as follows:
 - a. Effective the first of the month following the effective date of this Agreement, all employees employed in a full-time or RPT status on the effective date of this Agreement electing the Value Plan shall make no contribution, and the Library shall pay 100% of the Value Plan premium. Any such employee electing the Core Plan or the Enhanced Plan will pay 100% of the difference between those plan premiums and the Value Plan premium.
 - b. Effective January 1, 2017, the Library shall pay 98% of the Value Plan premium for all employees employed in a full-time or RPT status on the effective date of this Agreement, and such employees electing Value Plan coverage shall contribute 2% of the Value Plan premium. Any such employee electing the Core

Plan or the Enhanced Plan will pay 100% of the difference between those plan premiums and 98% of the Value Plan premium.

- c. Effective January 1, 2018, the Library shall pay 96.5% of the Value Plan premium for all employees employed in a full-time or RPT status on the effective date of this Agreement, and such employees electing Value Plan coverage shall contribute 3.5% of the Value Plan premium. Any such employee electing the Core Plan or the Enhanced Plan will pay 100% of the difference between those plan premiums and 96.5% of the Value Plan premium.
- d. All full-time and RPT employees hired after the effective date of this Agreement shall contribute 15% of the Value Plan Premium, and the Library shall pay 85% of the Value Plan premium. Any employee hired after the effective date of this Agreement electing the Core Plan or the Enhanced Plan will pay 100% of the difference between those plan premiums and 85% of the Value Plan premium.

B. Health Insurance Waiver Program:

- 1. Full-time and RPT employees eligible for partially-paid medical and dental insurance may waive and receive a cash payment in lieu of health insurance benefits. An employee waiving single coverage will receive \$67.00 per month. An employee waiving family coverage will receive \$100.00 per month.
- 2. Full-time and RPT employees do not have to wait for the annual open enrollment period to reenter into health insurance plans. With written notification, an employee can be readmitted in the following month if there is a qualifying event (for example, childbirth).

C. Dental Insurance:

Full-time and RPT employees shall be eligible for the dental insurance plan available to the equivalent job title among Erie County employees.

- 1. The Library shall pay the full cost of single coverage and 90% of the cost of family coverage.
- 2. Full-time and RPT employees participating in the Insurance Waiver Program may continue to receive dental insurance by paying the monthly premium in full.

D. Retiree Benefits:

1. Full-time and RPT employees who are employed in a full-time or RPT status on the effective date of this Agreement and retire from a contracting library on or after the effective date of this Agreement shall be eligible to receive the following health care benefits:
 - a. If a full-time or RPT employee retires on or before December 31, 2015 and before the age of sixty-five (65) he/she will be entitled to one hundred percent (100%) of the monthly premium for the single or double rate for the Core Plan until such time that he/she is sixty-five (65) years of age. Upon verification of family status, the employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan until such time that he/she is sixty-five (65) years of age OR if family coverage is no longer needed. Verification of family status shall be required annually.
 - b. If a full-time or RPT employee retires after December 31, 2015 before the age of sixty-five (65) he/she will be entitled to one hundred percent (100%) of the monthly premium for the single or double rate for the Value Plan until such time that he/she is sixty-five (65) years of age. Upon verification of family status, the employer shall pay one hundred percent (100%) of the monthly premium family rate for the Value Plan until such time that he/she is sixty-five (65) years of age OR if family coverage is no longer needed. Verification of family status shall be required annually.
 - c. If a full-time or RPT employee retires after the age of sixty-five (65) OR when a retiree turns the age of sixty-five (65), he/she will be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits. Any future retiree and his or her eligible spouse who is under age sixty-five (65) will be provided with a single Core or Value Plan for the non-age sixty-five (65) member, depending on what plan spouse was eligible for prior to the retiree reaching age sixty-five (65). An age sixty-five (65) or older retiree, and his or her eligible spouse age sixty-five (65) or older may choose from Option A, B, or C as referenced on the attached matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B, or C. In addition, an age sixty-five (65) or older retiree who chooses Option D shall pay the difference in the cost between the highest premium of Option A, B, or C and the Option D premium. Upon verification of family status, the employer shall pay one hundred percent (100%) of the monthly premium family rate for the Value Plan until such time that family coverage is no longer needed. Verification of family status shall be required annually.

- d. Health care coverage will be offered for the lifetime of the retiree.
2. Full-time and RPT employees who are hired after the effective date of this Agreement and who thereafter retire from a contracting library shall not be eligible to receive employer paid health care benefits.

3.7 Vacation

- A. Vacation credits for full-time employees will accrue and be available on a biweekly pay period basis, after the first pay period of employment provided the employee is on a compensable pay status for 40 or more hours (5 or more working days) each pay period. Vacation accruals for full-time employees who are employed on the effective date of this Agreement will be granted per pay period in accordance with the following schedule constituting 26 pay periods per year:

Service	Rate Per Pay Period	Rate Per Year
From date of employment through the completion of 2 years of service	3.08 hours	10 days
From 2 nd year anniversary date through the completion of 9 years of service	4.62 hours	15 days
From 9 th year anniversary date through the completion of 16 years of service	6.16 hours	20 days
From 16 th anniversary date through the completion of 25 years of service	7.70 hours	25 days
From 25 th anniversary date through successive years of service	9.23 hours	30 days

B. Banking Vacation

All employees who are employed on the effective date of this Agreement may bank vacation days as follows:

<u>Days earned per year</u>	<u>Bank</u>	<u>Max. Accrual</u>
10	25	35
15	25	40
20	25	45
25	25	50
30	25	55

Vacation credits for RPT employees who are employed on the effective date of this Agreement will accrue and be available for use on a pro-rated basis pursuant to the schedule set forth in Section 3.8.A, above, after the first pay period of employment providing the employee is on a compensable pay status equal to the average amount of hours scheduled per pay period. Vacation accruals will be granted by pay period for 26 pay periods per year.

- C. Vacation credits will accrue and be available on a biweekly pay period basis, after the first pay period of employment provided the employee is on a compensable pay status for 40 or more hours (5 or more working days) each pay period. Vacation accruals for full-time employees who are hired after the effective date of this Agreement will be granted per pay period in accordance with the following schedule constituting 26 pay periods per year:

Service	Rate Per Pay Period	Rate Per Year
From date of employment through the completion of 1 year of service	1.54 hours	5 days
From 1 st year anniversary date through the completion of 5 years of service	3.08 hours	10 days
From 5 th year anniversary date through the completion of 10 years of service	4.62 hours	15 days
From 10 th anniversary date through the completion of 15 years of service	6.16 hours	20 days
From 15 th anniversary date through successive years of service	7.70 hours	25 days

D. Banking Vacation

All employees who are hired after the effective date of this Agreement may bank vacation days as follows:

<u>Days earned per year</u>	<u>Bank</u>	<u>Max. Accrual</u>
5	25	30
10	25	35
15	25	40
20	25	45
25	25	50

Vacation credits for RPT employees who are hired after the effective date of this Agreement will accrue and be available for use on a pro-rated basis pursuant

to the schedule set forth in Section 3.8.C, above, after the first pay period of employment providing the employee is on a compensable pay status equal to the average amount of hours scheduled per pay period. Vacation accruals will be granted by pay period for 26 pay periods per year.

- E. Effective January 1, 2015, employees shall be eligible to sell back up to forty (40) hours of vacation each year. Such employees must have at least eighty (80) hours of vacation leave in their bank in order to be eligible for such sell back. Payment for such sell back shall be made in payroll period 24.
- F. Upon termination of employment, an employee will be entitled to receive a cash payment equal to his accrued vacation time. In no event will such payout exceed the maximum bank days.

3.8 Holidays

Full-time employees required to work on a holiday, listed below, will be paid regular straight time pay for the holiday, plus receive one and one-half times the number of hours in compensatory time for every hour actually worked on such a holiday. Full-time employees not scheduled to work, will receive a paid holiday on the days listed below.

- A. RPT employees required to work on a holiday, listed below, shall be paid for every hour actually worked on such a holiday, plus receive four (4) hours of compensatory time in lieu of the holiday.
 - 1. RPTs who do not work the holiday shall receive four (4) hours pay on the days listed below.
 - 2. At the discretion of the Contracting Library Director, an RPT's work schedule may be adjusted up to four (4) hours at another time during the week in which the holiday falls so that the employee will actually receive pay for the number of hours for which he/she is normally scheduled.

B. Holidays:

New Year's Day
Martin Luther King, Jr. Day
Patriots' Day
Good Friday
Memorial Day
Fourth of July

Labor Day
Veterans Day
Thanksgiving Day
Christmas Day
Two (2) floating holidays

3.9 Sick Leave

- A. Employees earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours bi-weekly (26 pay periods per year) for each pay period during which the employee has been on full pay status for at least 50% of the working days of the pay period.

- B. RPT employees earn sick leave credits immediately upon entering service of the employer. Sick leave credits shall be earned on a pro-rated basis.
- C. All full-time and RPT employees may accumulate sick leave up to a maximum of 1800 hours.
- D. Sick leave in excess of five (5) consecutive workdays requires a certificate or affidavit from a physician, showing incapacity and inability of the employee to perform his/her work. The statement must include the nature of and dates of the illness.
- E. At the discretion of the Contracting Library Director or the B&ECPL Human Resources/Labor Relations Officer or his/her designee, an employee may be put on notice that a physician's note is required for absences of any duration.
- F. Employees are required to contact their supervisor on a daily basis (or indicate on the first day of illness when they expect to return) prior to the start of their shift. Immediately upon return to work, employees are required to submit an "Employee Leave Request" (PO-19) form (with physician's statement after 5 days) to their supervisor. Failure to do so may result in loss of pay for the absence, regardless of accrued leave balance.
- G. Sick leave time cannot be used in less than one-hour increments.
- H. Reasons for Granting Sick Leave:

The Contracting Library Director shall grant sick leave with pay to a full-time or RPT employee who is incapacitated or unable to perform the duties of his/her position by reason of:

1. Sickness or injury;
2. Serious illness in the employee's immediate family requiring care and attendance of the employee. Immediate family shall include parent, spouse, brother, sister, children or grandparents, or other individual who is an actual member of the employee's household* upon submission of sufficient proof to the employer (see Definitions);
3. Quarantine regulations;
4. Medical and dental visit of an employee or member of immediate family, if required during business hours. The Contracting Library Director may at his/her discretion require proof of the visit;
5. Maternity.

I. Sick Leave Exceptions:

1. Intended Resignation/Retirement and Sick Leave:
Once notice has been given, a physician's note is required or vacation time will be charged.
2. Incentive for Non-Use of Sick Leave:
Full-time and RPT employees who use one day or less of sick leave in an anniversary year receive an extra sick day on their anniversary date. An RPT's sick day shall be pro-rated.
3. Bonus:
Any full-time or RPT employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave shall receive a \$300.00 bonus. Thereafter, an additional bonus of \$200.00 will be paid in any year in which the maximum amount of sick leave is maintained AND five (5) or less sick days are used. Payment of the initial bonus will be made in the first paycheck after the 1800 hours is reached. Payment of the yearly bonus will be made on the anniversary date of initial employment.

J. Extended Sick Leave

1. At the discretion of the Contracting Library Director, additional sick leave, with pay, for a serious illness may be granted to a full-time or RPT employee. Prior to the granting of such leave, there must be a reasonable expectation that the employee will return to work.
2. Eligibility:
 - a. 3 months after 10 years continuous years of service
 - b. 5 months after 15 years continuous years of service
3. No extended sick leave pay will be granted until all other accumulated leave time has been exhausted. No leave credits will be earned during the extended sick leave period.

K. Retiree Payout

1. Employees will receive a cash payment equivalent to the monetary value of accrued vacation and compensatory time at time of retirement.
2. Employees who retire from a Library with ten (10) years of service shall be eligible for the following:
 - a. Employees who have a minimum of 800 hours of accumulated sick leave as of the date of retirement shall receive \$2,000.00 cash.
 - b. Employees who have a minimum of 1200 hours of accumulated sick leave as of the date of retirement shall receive \$3,000.00 cash.

- c. Employees who have a minimum of 1800 hours of accumulated sick leave as of the date of retirement shall receive \$5,000.00 cash.

3.10 Personal Leave

- A. Full-time employees, including temporary and provisional personnel, will become eligible for and receive four (4) personal leave days after one (1) year of continuous service and also become eligible for, and receive the same allowance for each succeeding year of employment providing the employee is on paid status for at least six (6) months in the preceding anniversary year and otherwise meets all eligibility requirements.
- B. An RPT's Personal Leave accruals shall be pro-rated.
- C. RPT employees will become eligible for and receive personal leave time on a pro-rated basis after one (1) year of continuous service, and also become eligible for and receive the allowance on a pro-rated basis for each succeeding year of employment providing the employee is on paid status for at least six (6) months in the preceding anniversary year and otherwise meets all eligibility requirements.
- D. Personal leave time cannot be used in less than one-hour increments.
- E. Personal leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond 1800 hours.
- F. Application for personal leave must be filed by an employee on the Employee Leave Request (PO19) form with the Contracting Library Director at least five (5) working days in advance when the request time is for four (4) days and three (3) working days in advance when the request is for three (3) days or less. Advance notice requirements may be waived at the discretion of the Contracting Library Director.

3.11 Bereavement Leave

- A. A full-time employee who has a death in the immediate family (parent, spouse, brother, sister, children, grandparent, grandchildren, son-in-law, daughter-in-law, parent-in-law, brother-in-law, sister-in-law, stepparent, stepchildren, great-grandparent or any other individual who is an actual member of the employee's immediate household* upon submission of sufficient proof to the employer (see Definitions) shall be given time off without loss of pay up to a maximum of five (5) consecutive calendar days from and including the date of death.
- B. If the death occurs after the employee reports to work, that day will not be counted as one of the five (5) consecutive calendar days and upon giving

appropriate notice, such employee will be allowed to leave for the remainder of the shift without the loss of pay.

3.12 Jury Duty

- A. Upon presenting proof of the necessity of jury service or attending court for non-personal matters, FT and RPT employees shall receive a paid leave of absence.
- B. FT and RPT employees must indicate on the Court's questionnaire that they are placed on a paid leave of absence during the jury service period.
- C. FT and RPT employees will not be required to report for work prior to or subsequent to their court attendance/jury duty.
- D. RPT employees shall be paid on a pro- rated basis.

3.13 Leave Without Pay

- A. Maternity Leave:
 - 1. A full-time or RPT employee who is pregnant shall be granted a leave of absence without pay for the duration of her anticipated disability, as substantiated by her personal physician.
 - 2. After the delivery of the baby, the employee, regardless of whether she has been on sick leave or leave without pay, may return on the date recommended by her physician providing a written statement is submitted to the Contracting Library Director certifying that she is fully employable and capable of resuming her full duties.
- B. Infant Child Care Leave:
 - 1. A continuous leave of absence without pay for reason of the birth of a child within the first year of said child's birth shall be granted to a full-time or RPT employee for a period of up to six (6) months. The child must be a member of the employee's immediate household.
 - 2. A full-time or RPT employee who has adopted a child of less than five (5) years of age or a hard-to-place or handicapped child under the age of eighteen (18) as defined in Section 451 of the N.Y. Social Services Law and who is principally responsible for the care of the child may be granted a leave period of six (6) months after assuming custody of the child.
 - 3. In the event the contracting library employs both parents, the contracting library is not compelled to grant a second six (6) month leave for the benefit of the same child.

C. Family Care:

1. A full-time or RPT employee may be granted a leave of absence without pay for up to six (6) months to care for a parent, parent-in-law, child, or spouse who is suffering from a serious health condition, illness or injury.
2. The employee requesting Family Care leave shall be required to provide medical information supporting the need for his/her presence as a caregiver during normal hours of work and fully explaining the seriousness of the illness or injury. It is understood that any decision shall be at the discretion of the Contracting Library Director.
3. At the discretion of the Contracting Library Director, Family Care leave may be granted to a full-time or RPT employee for an individual who is an actual member of the employee's household* upon sufficient proof to the employer. (See Definitions)

D. Military Leave:

1. A full-time employee who is required to render ordered military duty, attend a training program or perform other duties under United States or New York State supervision, shall be granted military leave of absence with no loss of time or pay not to exceed thirty (30) calendar days in accordance with current Uniformed Services Employment and Reemployment Rights (USERRA) Act law.
2. A RPT employee who is required to render ordered military duty, attend a training program or perform other duties under United States or New York State supervision, shall be granted military leave of absence with no loss of time or pay, not to exceed thirty (30) calendar days pursuant to the Military Law; however, said employee shall be paid for only those days the employee would have been scheduled.

ARTICLE 4 – WORKING CONDITIONS

4.1 Work Week

The normal work week shall be Monday through Saturday.

4.2 Working Hours

The normal working hours for full-time employees shall be eight (8) consecutive hours per day, forty (40) hours per week. The establishment of working hours shall be within the discretion of the head of the department.

4.3 Lunch Periods

- A. Full-time employees shall be eligible to receive a one hour paid lunch period. In the event that a Contracting Library Director determines that a flexible pattern is best suited for the facility, a minimum of one-half hour shall be given.
- B. RPT employees shall receive a one hour unpaid lunch period. In the event that a Contracting Library Director determines that a flexible pattern is best suited for the facility, a minimum of one-half hour shall be given.

4.4 Breaks

Full-time employees shall be entitled to a fifteen (15) minute break during the first half of the work day and a second fifteen (15) minute break during the second half of the work day. RPT employees who work a minimum of four (4) hours per day shall be entitled to one (1) fifteen (15) minute break. RPT employees who work eight (8) hours per day shall be entitled to a fifteen (15) minute break during the first half of the work day and a second fifteen (15) minute break during the second half of the work day.

4.5 Sunday Hours

- A. The Fair Labor Standards Act (FLSA) will dictate the payment of full-time employees for Sunday work:

If an employee works over 40 hours in a predetermined workweek, excluding sick leave and personal leave, the employee shall receive time and one-half compensatory time for hours worked on Sunday. (See Section 3.5 Overtime)

- B. RPT employees may be scheduled to work on Sundays. However, Sunday work is to be incorporated into the employees' workweek. RPT employees are not eligible for overtime payment on Sundays unless they are required to work more than 40 hours in the workweek.

4.6 Emergency Closing

In the event the Contracting Library Director declares the closing of a Library or Libraries and/or services due to any flood, fire, uncontrolled weather conditions or other cause beyond the Library's control, affected full-time and RPT employees will not be charged any accruals or lose any pay for the time closed.

ARTICLE 5 – UNION SECURITY

5.1 Check-off of CMU Dues and other Deductions

The Library shall deduct from the wages of employees of the bargaining unit and remit each month to Clerical & Maintenance Union of the Buffalo & Erie County Public Library – Contracting Libraries, NYSUT/AFT, AFL-CIO, membership dues for those employees authorizing such deductions.

- 5.2 The Library agrees to deduct CMU membership dues in accordance with the amount certified by the CMU to the Library and to maintain such dues deductions in accordance with the terms and conditions of the form of Authorization for Payroll Deduction of Union Dues provided by the CMU from the pay of all employees who have executed such authorization for payroll deduction of CMU dues, and any additional deductions for any health insurance and/or dental plan program made available through the CMU.
- 5.3 Payroll deduction of CMU dues under the properly executed Authorization for Payroll Deduction of Union Dues forms shall be effective at the time the form is signed by the employee and shall be deducted by the next full pay period and each pay period thereafter from the pay of the employee.
- 5.4 The aggregate total of all such deductions shall be remitted each month to the designated financial officer of the CMU together with a list from whom dues have been deducted on or before the fifteenth day of the following month when such deductions were made.
- 5.5 Any changes in the amount of Union Dues to be deducted must be certified by the CMU in writing and be forwarded to the Library.
- 5.6 Agency Shop
- The Library agrees that any present or future member of the bargaining unit who is not a CMU member and who does not make application for membership shall deduct from their paychecks a service fee in an amount equal to the regular amount of dues of this CMU for the duration of the Agreement. The deduction shall be transmitted at the same time and to the same officers as set forth in 5.4 above. The CMU agrees to hold the Library safe and harmless because of said deduction.
- 5.7 If, through inadvertence or error, the Library fails or neglects to make a deduction which is properly due and owing from a bargaining unit member paycheck, such deduction shall be made from the next paycheck of the bargaining unit member and submitted to the collective bargaining representative. The Library shall not be liable to the collective bargaining representative, bargaining unit member or any party by reason of the requirements of this article, unit member or any party by reason of the requirements of this article of the Agreement for the remittance or payment of any sum other than that consisting actual deductions made from employee wages earned.

ARTICLE 6 – ASSOCIATION MATTERS

6.1 Bulletin Boards

The Library will provide the Union with a bulletin board at each library location in a place that will not interfere with the operation of the library for the purpose of posting notices pertaining to the Union and its members. Such notices shall be posted only with the prior approval of the Union President and the B&ECPL Human Resources

/Labor Relations Officer, and such notices shall never contain any material derogatory to the Library or any employee.

Additionally, the Library will permit the Union to forward communications to unit members via the Library e-mail system. Such communications shall only be transmitted by the B&ECPL Human Resources /Labor Relations Officer following approval by the Union President and B&ECPL Human Resources /Labor Relations Officer, and such e-mails shall never contain any material derogatory to the Library or any employee.

There shall be no distribution, solicitation, or posting on any Library premises by employees or union officials at any time without the express approval of the B&ECPL Human Resources /Labor Relations Officer. These limitations apply to any pamphlets, advertising or political matters, notices, or any kind of literature other than as provided above.

6.2 Union Release Time

The Association President (or designee) shall be granted reasonable release time during his/her regularly scheduled work day, where necessary, to handle Association matters (e.g. grievance handling, contract administration and enforcement etc.) Such release time shall not interfere with the actual work time of any other member. In this regard, reasonable efforts shall be made by the Association President (or designee) to conduct such business outside of such scheduled workday. Release time shall not be unreasonably withheld and shall be fully paid with no charge to accruals.

6.3 Labor Management Meetings

Labor-Management meetings will be held monthly, but may be cancelled upon mutual consent of the Library and Union for lack of pending business or other appropriate reason. A maximum of two (2) Union representatives may attend such labor-management meetings without loss of pay and/or benefits.

ARTICLE 7 – GRIEVANCE PROCEDURE

7.1 General Matters

- A. Purpose – The purpose of this procedure is to secure at the lowest practicable level solutions to grievances, which may from time to time arise. The handling of grievances at each level shall be kept as informal as practicable.
- B. Waiver For Other Remedies – The utilization of any step of this grievance procedure by any member or the CMU, shall constitute a waiver by such member or the CMU (on its own behalf and on behalf of all persons aggrieved) or both (as the case may be) of his/her and its rights, if any, to pursue any other remedy before any court, administrator, or administrative agency.

- C. Grievance Definition – A “grievance” is any claim that a provision or provisions of this Agreement has been violated.
- D. Time Limit Rules – Time limits set forth in this Grievance Procedure shall be strictly adhered to by all parties and persons. Any grievance not initiated or taken to the next step within these time limits will be considered settled on the basis of the last answer by the Library if the grievant does not move to the next step within the time limits. If the Library fails to answer a grievance within the time limits set forth herein, the grievant may move the grievance to the next step as though the grievance has been answered on the last day of the time limit period. Time limits may be extended by mutual written agreement of the Library and aggrieved member or the CMU. Consent to such an extension shall not be unreasonably withheld. To the extent that the last day of a time limit period set forth in this Article falls on a Saturday, Sunday or legal holiday, such day shall be excluded from computation of the time limit period.
- E. Freedom To Grieve – Participation by any member or party in the handling of a grievance shall be free from interference, coercion, restraint, discrimination or reprisal by the Library and by the CMU.
- F. Representation – An aggrieved member may represent him/herself at any level of the grievance procedure or (s)he may be represented by a CMU representative who is an employee of the Library; provided that representation by legal counsel or a non-employee CMU representative shall be limited to Step 2 and Step 3 in this procedure. Nothing contained in this paragraph shall be construed as limiting the right of any aggrieved member to have his/her grievance adjusted informally without the intervention of the CMU or any representative. The CMU shall be notified of all grievances, even when an aggrieved member chooses to represent him/herself.
- G. CMU Grievance – Any member may file a grievance on his/her own behalf. The CMU may file a grievance on behalf of an aggrieved member whenever a violation or interpretation of this Agreement is alleged or questioned. The CMU may file a grievance on behalf of a group of members.

7.2 Informal Procedure

Before submitting a grievance at Step 1, an aggrieved member must discuss his/her problem with his/her immediate supervisor (Library Director or Library Manager, as the case may be) in an attempt to resolve it informally. The member shall initiate the discussion no later than the tenth (10th) calendar day after the date of the occurrence out of which the grievance arose by clearly stating to the immediate supervisor that the discussion is a grievance. Nothing in this paragraph shall be deemed to extend the time limit for submitting a grievance.

7.3 Formal Procedure

- A. Step 1 – If the matter is not resolved informally, a grievant may submit a written grievance, which must be on the form shown in Appendix C of this Agreement

to his/her immediate supervisor, provided (s)he does so not later than the twentieth (20th) calendar day after the date of the occurrence out of which the grievance arose. A meeting between the grievant and immediate supervisor shall be held within ten (10) calendar days to discuss the grievance if either requests it. The immediate supervisor shall give a written answer to the grievant not later than the tenth (10th) calendar day after the day on which the grievance was submitted to him/her if no grievance meeting was requested. If a grievance meeting was requested, the immediate supervisor shall give a written answer to the grievant not later than the tenth (10th) calendar day after the day of the grievance meeting.

- B. Step 2 – If the grievant is not satisfied with the answer at Step 1, the grievant may appeal in writing to the B&ECPL Human Resources /Labor Relations Officer, or his/her designee, provided he/she does so within ten (10) calendar days of the day on which the Step 1 answer was given. The B&ECPL Human Resources /Labor Relations Officer, or his/her designee, will meet with the grievant and his/her representative, if any, not later than the tenth (10th) calendar day after the day on which the written grievance was presented to him/her. Not later than the tenth (10th) calendar day after the day on which the meeting takes place, the B&ECPL Human Resources /Labor Relations Officer, or his/her designee, shall present the grievant and his/her representative, if any, the CMU President and NYSUT Labor Relations Specialist, his/her written decision on the grievance.

Grievances involving all or substantially all the members in the negotiating unit may be presented by the CMU directly at Step 2.

- C. Step 3 – Arbitration – If the CMU is not satisfied with the decision at Step 2, it may submit the grievance to arbitration. To submit such a grievance to arbitration, the CMU must, within ten (10) calendar days of the Step 2 answer, send a letter to the Federal Mediation and Conciliation Service (FMCS) and a copy to the B&ECPL Human Resources /Labor Relations Officer. The letter shall specifically identify the grievance to be submitted and shall request the FMCS to send to the CMU and to the B&ECPL Human Resources /Labor Relations Officer a list of names of seven arbitrators. Within ten (10) calendar days of the day both parties have received their copy of the list, the B&ECPL Human Resources /Labor Relations Officer, or his/her designee, and a representative of the CMU shall meet to select an arbitrator by alternately striking off one name from the list the last name remaining on said list being the arbitrator. If either party finds the initial list of arbitrators provided by FMCS to be unacceptable, the parties agree that a second list will be requested. The arbitrator's decision shall be final and binding upon all parties and the members.

7.4 Arbitrator's Limitations

The arbitrator shall have no power or authority to add to, subtract from or modify any of the terms of this Agreement or make any decision, which requires the commission of an act, prohibited by law or which is violative of the terms of this Agreement.

7.5 Shared Cost For Arbitrator

One half (1/2) the fees and expenses of the arbitrator shall be paid by the Library and one half (1/2) by the CMU. All other expenses incident to the arbitration, including those of witnesses, will be paid by the party which incurred them.

ARTICLE 8 – DISCIPLINE AND DISCHARGE

The Library shall follow a policy of progressive discipline; however, this policy shall not preclude the Library from advancing discipline and disciplinary penalties.

The following procedures shall be utilized for disciplinary and discharge matters for misconduct or unsatisfactory work performance for all employees.

- 8.1 An employee covered under the terms of this Agreement shall not be disciplined or discharged except for incompetency or misconduct while performing his/her duties. Any employee who is so disciplined or discharged shall have the right to seek review of the discipline or discharge including the penalty involved by initiating an appeal in accordance with the procedure contained in this Article. The employee shall be entitled to representation by CMU at each step of the procedure contained in this Article.
- 8.2 In any instance in which a representative of the Library seeks to discipline or discharge an employee, a written notice of discipline or discharge shall be served upon the employee. The notice shall contain the reasons for the discipline or discharge including a description of the alleged acts and/or conduct and the dates, times and places such acts occurred. Said notice shall also include the penalty being imposed. A copy of the notice shall be served concurrently upon the Unit President or his/her designee. An employee shall not be disciplined or discharged for acts which occurred more than one (1) year prior to the notice of discipline or discharge unless said acts of misconduct or incompetency would constitute a crime pursuant to the Laws of the State of New York. An employee who is disciplined or discharged shall have the right to seek review of the disciplinary matter by initiating an appeal in accordance with the procedures set forth in Section 8.3 of this article. If the employee is not satisfied with the determination of the representative of the employer at Step 1 of the procedure set forth in Section 8.3, the Union may proceed to final and binding arbitration at Step 2 of such procedure. In the event an employee is suspended without pay or discharged, the employee shall be allowed to begin his/her appeal at Step 2 of Section 8.3. The employee shall have ten (10) calendar days exclusive of the date the written notice of discipline was served to file a written appeal with the B&ECPL Human Resources/Labor Relations Officer for purposes of initiating a Step 1 appeal. The employee shall have ten (10) calendar days exclusive of the date the written notice of suspension without pay or discharge was served to file a written appeal with the B&ECPL Human Resources/Labor Relations Officer for purposes of initiating a Step 2 appeal, while simultaneously fulfilling notification requirements contained in Section 8.3, Step 2.

All records of disciplinary action will remain in the employee's personnel record/file; however, oral and written warnings will not be considered by the Library for progressive discipline purposes in future disciplinary actions for the same offense after a period of three (3) years from the date of issuance of the oral or written warning. This provision shall not preclude the Library from presenting an employee's entire disciplinary record in any proceeding, including arbitration as set forth in this Article, to the extent such record may be relevant.

8.3 Procedure

Step 1. If a written appeal is filed, the B&ECPL Human Resources /Labor Relations Officer, or his/her designee, shall schedule a hearing within fifteen (15) calendar days of the date of receipt of the written appeal. The B&ECPL Human Resources /Labor Relations Officer shall inform the affected employee and his/her Union representative in writing of the time and place the hearing is to be held. The employee and/or his/her Union representative shall be allowed to present any and all written information and oral argument concerning the proposed discipline matter. The B&ECPL Human Resources /Labor Relations Officer, or his/her designee, shall provide a written decision to the employee and his/her Union representative within ten (10) calendar days following the close of said hearing.

Step 2. If the Union is not satisfied with the decision of the B&ECPL Human Resources /Labor Relations Officer, the CMU Labor Relations Specialist may request arbitration within ten (10) calendar days from the date of receipt of the Step 1 decision by sending a letter to the Federal Mediation and Conciliation Service (FMCS) and a copy to the B&ECPL Human Resources /Labor Relations Officer. The letter shall specifically identify the grievance to be submitted and shall request the FMCS to send to the CMU and to the B&ECPL Human Resources /Labor Relations Officer a list of names of seven arbitrators. Within ten (10) calendar days of the day both parties have received their copy of the list, the B&ECPL Human Resources /Labor Relations Officer, or his/her designee, and a representative of the CMU shall meet to select an arbitrator by alternately striking off one name from the list the last name remaining on said list being the arbitrator. If either party finds the initial list of arbitrators provided by FMCS to be unacceptable, the parties agree that a second list will be requested. The arbitrator's decision shall be final and binding upon all parties and the members. If the arbitrator determines that the penalty imposed by the employer is inappropriate, (s)he may devise a new remedy. However, the arbitrator shall not, under any circumstances, increase the penalty imposed by the employer.

- 8.4 Offer of compromise and settlement at any meeting or conference prior to arbitration shall not be introduced at the arbitration hearing or accepted as evidence by the arbitrator.

8.5 Service of Notice of Discipline

Service of the notice of discipline shall be made by personal service, if possible, and if such service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested. A copy of the notice of discipline will be served simultaneously with the local/unit president, and such service shall be by

registered or certified mail or personal service. The time limits for presenting a grievance as defined in this article will commence at the time of receipt of the notice of discipline.

8.6 Shared Cost for Arbitration

One half (1/2) the fees and expenses of the arbitrator shall be paid by the Library and one half (1/2) by the CMU. All other expenses incident to the arbitration, including those of witnesses, will be paid by the party which incurred them.

ARTICLE 9 – LAYOFF AND RECALL

9.1 REDUCTIONS IN FORCE – In the case of a reduction in force in any job title covered by this Agreement, or a subsequent recall, the Library will comply with the provisions of the New York Civil Service Law and regulations issued thereunder.

9.1.1 Accordingly, the layoff, bumping, retrenchment and recall rights of all competitive class employees in the unit will be in accordance with Sections 80 and 81 of the New York Civil Service Law and regulations, as amended from time to time.

9.1.2 Prior to any full-time or regular part-time clerical employee being laid off within a particular contracting library, any part-time clerical employee employed in that particular contracting library shall be laid off first until the desired reduction of hours is achieved. Prior to any full-time or regular part-time maintenance employee being laid off in a particular contracting library, any part-time maintenance employee in that particular contracting library shall be laid off first until the desired reduction of hours is achieved. If the desired reduction in hours cannot be achieved through the layoff of part-time employees, New York Civil Service Law and Regulations and/or the procedures set forth within this Article shall be followed. For purposes of this subsection, the parties recognize that the Page and Senior Page job titles are not clerical job titles as the term “clerical” is used in this subsection.

9.1.3 For all other employees not subject to New York Civil Service Law Sections 80 and 81, layoff and recall will be in accordance with the following procedure:

In the case of a reduction in force in a job title in a particular contracting library, the employee with the least seniority in the affected job title will be laid off, except that if the employee previously held a lower job title in the unit in that contracting library or a contracting library falling under the same appointing authority, he/she may displace the least senior employee in that previously-held lower job title to the extent he/she has greater unit seniority than the least senior employee to be displaced. The employee thus displaced will be laid off. If an employee does not elect to exercise his/her rights to displace, he/she will be laid off. To the extent an employee has displacement rights under this subsection and elects to exercise those rights, he/she will not forfeit recall rights to his/her previous job title. To the extent the employee exercises his/her displacement rights, he/she will be paid at a rate comparable to the rate of pay of an employee in that job title with comparable unit seniority.

Whenever a vacancy occurs in a job title within a contracting library, employees who are either on layoff from that job title in that contracting library or a contracting library falling under the same appointing authority as the contracting library at issue or who have exercised their displacement rights pursuant to this subsection, will be recalled in accordance with their job title seniority in the reverse order in which they were laid off or affected by exercising displacement rights. An employee laid off pursuant to this subsection shall have recall rights to the job title from which he or she was laid off for a period of two (2) years from the time of layoff.

An employee recalled and who thereafter performs work beginning in the first half of the fiscal year, no later than December 31, will be eligible for any contractually agreed upon pay rate increase for that fiscal year upon his/her return to work. A member recalled and who thereafter performs work beginning in the second half of the fiscal year, after December 31, will not be eligible for any contractually agreed upon pay rate increase designated for that fiscal year, but instead will be eligible at the start of the next fiscal year for any contractually agreed upon pay rate increase designated for that next fiscal year. Thereafter, employees will continue to be compensated in accordance with the terms of Article 3 – Compensation of this Agreement.

A laid off employee who is recalled in accordance with 9.1.3 within two (2) years shall be entitled to restoration of any unused sick leave and shall be reinstated to the job grade and step held at the time of layoff.

ARTICLE 10 – MANAGEMENT RIGHTS

All rights not bargained away by the Library are retained by it and may be exercised as long as such actions are not violative of law or terms and conditions of this Agreement.

ARTICLE 11 – NO STRIKE CLAUSE

- 11.1 The CMU recognizes the status of the members of its bargaining unit as “public employees” and the provisions of law applicable thereto which prohibit strikes, the willful absence from one’s position, a stoppage of work or the abstinence, in whole or in part, from the full, faithful proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in conditions or compensation, or the rights, privileges and obligations of employment.
- 11.2 The CMU further recognizes that any public employee who engages in said acts is subject to the penalties provided under New York State Law.
- 11.3 The CMU shall not engage in a strike, nor cause, instigate, encourage or condone one. In the event a strike or work stoppage occurs, the CMU shall exert its best efforts to prevent and terminate the same.
- 11.4 No lockout of employees shall be instituted by the Library during the term of this Agreement.

ARTICLE 12 – DURATION

The terms of this Agreement shall become effective as of January 1, 2015, unless otherwise specified herein, and continue in full force and effect until December 31, 2018, at midnight.

APPENDIX A - 1

Clerical Maintenance Union - White Collar As of January 1, 2014

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	22,747	24,201	25,104	26,023	26,932	27,839	28,290	28,750	29,199	29,657	30,106
	874.88	930.80	965.52	1,000.88	1,035.84	1,070.72	1,088.08	1,105.76	1,123.04	1,140.64	1,157.92
	10.936	11.635	12.069	12.511	12.948	13.384	13.601	13.822	14.038	14.258	14.474
Grp 2	23,190	24,669	25,626	26,564	27,512	28,450	28,920	29,407	29,869	30,339	30,813
	891.92	948.80	985.60	1,021.68	1,058.16	1,094.24	1,112.32	1,131.04	1,148.80	1,166.88	1,185.12
	11.149	11.860	12.320	12.771	13.227	13.678	13.904	14.138	14.360	14.586	14.814
Grp 3	24,051	25,582	26,576	27,575	28,560	29,576	30,071	30,584	31,073	31,574	32,072
	925.04	983.92	1,022.16	1,060.56	1,098.48	1,137.52	1,156.56	1,176.32	1,195.12	1,214.40	1,233.52
	11.563	12.299	12.777	13.257	13.731	14.219	14.457	14.704	14.939	15.180	15.419
Grp 4	25,083	26,686	27,737	28,793	29,863	30,930	31,462	31,978	32,517	33,045	33,571
	964.72	1,026.40	1,066.80	1,107.44	1,148.56	1,189.60	1,210.08	1,229.92	1,250.64	1,270.96	1,291.20
	12.059	12.830	13.335	13.843	14.357	14.870	15.126	15.374	15.633	15.887	16.140
Grp 5	26,535	28,228	29,401	30,547	31,722	32,887	33,517	34,154	34,790	35,424	36,057
	1,020.56	1,085.68	1,130.80	1,174.88	1,220.08	1,264.88	1,289.12	1,313.60	1,338.08	1,362.48	1,386.80
	12.757	13.571	14.135	14.686	15.251	15.811	16.114	16.420	16.726	17.031	17.335
Grp 6	28,502	30,318	31,705	33,078	34,451	35,840	36,654	37,461	38,247	39,052	39,855
	1,096.24	1,166.08	1,219.44	1,272.24	1,325.04	1,378.48	1,409.76	1,440.80	1,471.04	1,502.00	1,532.88
	13.703	14.576	15.243	15.903	16.563	17.231	17.622	18.010	18.388	18.775	19.161
Grp 7	30,586	32,537	34,228	35,922	37,611	39,291	40,211	41,126	42,045	42,958	43,880
	1,176.40	1,251.44	1,316.48	1,381.60	1,446.56	1,511.20	1,546.56	1,581.76	1,617.12	1,652.24	1,687.68
	14.705	15.643	16.456	17.270	18.082	18.890	19.332	19.772	20.214	20.653	21.096
Grp 8	32,843	34,938	36,916	38,896	40,860	42,821	43,836	44,845	45,856	46,871	47,888
	1,263.20	1,343.76	1,419.84	1,496.00	1,571.52	1,646.96	1,686.00	1,724.80	1,763.68	1,802.72	1,841.84
	15.790	16.797	17.748	18.700	19.644	20.587	21.075	21.560	22.046	22.534	23.023

APPENDIX A - 2

Clerical Maintenance Union - White Collar As of January 1, 2015

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	23,429	24,927	25,856	26,803	27,739	28,675	29,139	29,613	30,075	30,547	31,009
	901.12	958.72	994.48	1,030.88	1,066.88	1,102.88	1,120.72	1,138.96	1,156.72	1,174.88	1,192.64
	11.264	11.984	12.431	12.886	13.336	13.786	14.009	14.237	14.459	14.686	14.908
Grp 2	23,885	25,409	26,395	27,360	28,338	29,303	29,788	30,289	30,765	31,250	31,737
	918.64	977.28	1,015.20	1,052.32	1,089.92	1,127.04	1,145.68	1,164.96	1,183.28	1,201.92	1,220.64
	11.483	12.216	12.690	13.154	13.624	14.088	14.321	14.562	14.791	15.024	15.258
Grp 3	24,773	26,349	27,373	28,402	29,417	30,464	30,973	31,502	32,005	32,521	33,035
	952.80	1,013.44	1,052.80	1,092.40	1,131.44	1,171.68	1,191.28	1,211.60	1,230.96	1,250.80	1,270.56
	11.910	12.668	13.160	13.655	14.143	14.646	14.891	15.145	15.387	15.635	15.882
Grp 4	25,836	27,487	28,569	29,657	30,759	31,857	32,406	32,937	33,492	34,037	34,578
	993.68	1,057.20	1,098.80	1,140.64	1,183.04	1,225.28	1,246.40	1,266.80	1,288.16	1,309.12	1,329.92
	12.421	13.215	13.735	14.258	14.788	15.316	15.580	15.835	16.102	16.364	16.624
Grp 5	27,331	29,074	30,283	31,464	32,675	33,873	34,522	35,179	35,834	36,487	37,138
	1,051.20	1,118.24	1,164.72	1,210.16	1,256.72	1,302.80	1,327.76	1,353.04	1,378.24	1,403.36	1,428.40
	13.140	13.978	14.559	15.127	15.709	16.285	16.597	16.913	17.228	17.542	17.855
Grp 6	29,357	31,227	32,656	34,070	35,485	36,916	37,754	38,584	39,395	40,223	41,051
	1,129.12	1,201.04	1,256.00	1,310.40	1,364.80	1,419.84	1,452.08	1,484.00	1,515.20	1,547.04	1,578.88
	14.114	15.013	15.700	16.380	17.060	17.748	18.151	18.550	18.940	19.338	19.736
Grp 7	31,504	33,513	35,256	36,999	38,738	40,471	41,417	42,359	43,306	44,248	45,196
	1,211.68	1,288.96	1,356.00	1,423.04	1,489.92	1,556.56	1,592.96	1,629.20	1,665.60	1,701.84	1,738.32
	15.146	16.112	16.950	17.788	18.624	19.457	19.912	20.365	20.820	21.273	21.729
Grp 8	33,829	35,986	38,022	40,063	42,085	44,106	45,151	46,191	47,231	48,277	49,325
	1,301.12	1,384.08	1,462.40	1,540.88	1,618.64	1,696.40	1,736.56	1,776.56	1,816.56	1,856.80	1,897.12
	16.264	17.301	18.280	19.261	20.233	21.205	21.707	22.207	22.707	23.210	23.714

CMU - White Collar - Pay Scale

White Collar - 2015

APPENDIX A - 3

Clerical Maintenance Union - White Collar As of January 1, 2016

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	24,016	25,551	26,503	27,473	28,432	29,392	29,867	30,353	30,826	31,310	31,784
	923.68	982.72	1,019.36	1,056.64	1,093.52	1,130.48	1,148.72	1,167.44	1,185.60	1,204.24	1,222.48
	11.546	12.284	12.742	13.208	13.669	14.131	14.359	14.593	14.820	15.053	15.281
Grp 2	24,482	26,044	27,055	28,045	29,047	30,035	30,532	31,046	31,535	32,032	32,529
	941.60	1,001.68	1,040.56	1,078.64	1,117.20	1,155.20	1,174.32	1,194.08	1,212.88	1,232.00	1,251.12
	11.770	12.521	13.007	13.483	13.965	14.440	14.679	14.926	15.161	15.400	15.639
Grp 3	25,393	27,009	28,057	29,112	30,154	31,225	31,747	32,290	32,806	33,334	33,860
	976.64	1,038.80	1,079.12	1,119.68	1,159.76	1,200.96	1,221.04	1,241.92	1,261.76	1,282.08	1,302.32
	12.208	12.985	13.489	13.996	14.497	15.012	15.263	15.524	15.772	16.026	16.279
Grp 4	26,483	28,174	29,282	30,397	31,529	32,654	33,218	33,760	34,330	34,888	35,443
	1,018.56	1,083.60	1,126.24	1,169.12	1,212.64	1,255.92	1,277.60	1,298.48	1,320.40	1,341.84	1,363.20
	12.732	13.545	14.078	14.614	15.158	15.699	15.970	16.231	16.505	16.773	17.040
Grp 5	28,016	29,800	31,040	32,250	33,492	34,719	35,385	36,059	36,731	37,400	38,066
	1,077.52	1,146.16	1,193.84	1,240.40	1,288.16	1,335.36	1,360.96	1,386.88	1,412.72	1,438.48	1,464.08
	13.469	14.327	14.923	15.505	16.102	16.692	17.012	17.336	17.659	17.981	18.301
Grp 6	30,091	32,007	33,473	34,923	36,373	37,839	38,698	39,549	40,381	41,228	42,076
	1,157.36	1,231.04	1,287.44	1,343.20	1,398.96	1,455.36	1,488.40	1,521.12	1,553.12	1,585.68	1,618.32
	14.467	15.388	16.093	16.790	17.487	18.192	18.605	19.014	19.414	19.821	20.229
Grp 7	32,292	34,351	36,138	37,925	39,707	41,481	42,453	43,418	44,389	45,354	46,326
	1,242.00	1,321.20	1,389.92	1,458.64	1,527.20	1,595.44	1,632.80	1,669.92	1,707.28	1,744.40	1,781.76
	15.525	16.515	17.374	18.233	19.090	19.943	20.410	20.874	21.341	21.805	22.272
Grp 8	34,676	36,887	38,973	41,065	43,137	45,209	46,280	47,345	48,412	49,483	50,559
	1,333.68	1,418.72	1,498.96	1,579.44	1,659.12	1,738.80	1,780.00	1,820.96	1,862.00	1,903.20	1,944.56
	16.671	17.734	18.737	19.743	20.739	21.735	22.250	22.762	23.275	23.790	24.307

APPENDIX A - 4

Clerical Maintenance Union - White Collar As of January 1, 2017

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	24,617	26,189	27,167	28,159	29,143	30,127	30,613	31,113	31,597	32,092	32,579
	946.80	1,007.28	1,044.88	1,083.04	1,120.88	1,158.72	1,177.44	1,196.64	1,215.28	1,234.32	1,253.04
	11.835	12.591	13.061	13.538	14.011	14.484	14.718	14.958	15.191	15.429	15.663
Grp 2	25,093	26,695	27,731	28,746	29,773	30,786	31,296	31,822	32,323	32,833	33,342
	965.12	1,026.72	1,066.56	1,105.60	1,145.12	1,184.08	1,203.68	1,223.92	1,243.20	1,262.80	1,282.40
	12.064	12.834	13.332	13.820	14.314	14.801	15.046	15.299	15.540	15.785	16.030
Grp 3	26,027	27,685	28,758	29,840	30,907	32,005	32,542	33,097	33,625	34,168	34,707
	1,001.04	1,064.80	1,106.08	1,147.68	1,188.72	1,230.96	1,251.60	1,272.96	1,293.28	1,314.16	1,334.88
	12.513	13.310	13.826	14.346	14.859	15.387	15.645	15.912	16.166	16.427	16.686
Grp 4	27,144	28,879	30,014	31,156	32,317	33,469	34,048	34,605	35,189	35,759	36,329
	1,044.00	1,110.72	1,154.40	1,198.32	1,242.96	1,287.28	1,309.52	1,330.96	1,353.44	1,375.36	1,397.28
	13.050	13.884	14.430	14.979	15.537	16.091	16.369	16.637	16.918	17.192	17.466
Grp 5	28,716	30,545	31,816	33,057	34,330	35,587	36,269	36,960	37,648	38,336	39,019
	1,104.48	1,174.80	1,223.68	1,271.44	1,320.40	1,368.72	1,394.96	1,421.52	1,448.00	1,474.48	1,500.72
	13.806	14.685	15.296	15.893	16.505	17.109	17.437	17.769	18.100	18.431	18.759
Grp 6	30,844	32,808	34,310	35,797	37,282	38,786	39,666	40,537	41,390	42,259	43,129
	1,186.32	1,261.84	1,319.60	1,376.80	1,433.92	1,491.76	1,525.60	1,559.12	1,591.92	1,625.36	1,658.80
	14.829	15.773	16.495	17.210	17.924	18.647	19.070	19.489	19.899	20.317	20.735
Grp 7	33,099	35,210	37,041	38,873	40,699	42,519	43,514	44,504	45,500	46,488	47,484
	1,273.04	1,354.24	1,424.64	1,495.12	1,565.36	1,635.36	1,673.60	1,711.68	1,750.00	1,788.00	1,826.32
	15.913	16.928	17.808	18.689	19.567	20.442	20.920	21.396	21.875	22.350	22.829
Grp 8	35,543	37,808	39,946	42,093	44,215	46,338	47,436	48,528	49,623	50,721	51,823
	1,367.04	1,454.16	1,536.40	1,618.96	1,700.56	1,782.24	1,824.48	1,866.48	1,908.56	1,950.80	1,993.20
	17.088	18.177	19.205	20.237	21.257	22.278	22.806	23.331	23.857	24.385	24.915

CMU - White Collar - Pay Scale

White Collar - 2017

APPENDIX A - 5

Clerical Maintenance Union - White Collar As of January 1, 2018

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	25,232	26,844	27,847	28,862	29,871	30,880	31,379	31,891	32,388	32,895	33,394
	970.48	1,032.48	1,071.04	1,110.08	1,148.88	1,187.68	1,206.88	1,226.56	1,245.68	1,265.20	1,284.40
	12.131	12.906	13.388	13.876	14.361	14.846	15.086	15.332	15.571	15.815	16.055
Grp 2	25,721	27,362	28,423	29,465	30,518	31,556	32,078	32,616	33,132	33,654	34,176
	989.28	1,052.40	1,093.20	1,133.28	1,173.76	1,213.68	1,233.76	1,254.48	1,274.32	1,294.40	1,314.48
	12.366	13.155	13.665	14.166	14.672	15.171	15.422	15.681	15.929	16.180	16.431
Grp 3	26,678	28,377	29,478	30,586	31,678	32,806	33,355	33,925	34,466	35,023	35,574
	1,026.08	1,091.44	1,133.76	1,176.40	1,218.40	1,261.76	1,282.88	1,304.80	1,325.60	1,347.04	1,368.24
	12.826	13.643	14.172	14.705	15.230	15.772	16.036	16.310	16.570	16.838	17.103
Grp 4	27,822	29,600	30,765	31,934	33,124	34,305	34,898	35,470	36,069	36,654	37,238
	1,070.08	1,138.48	1,183.28	1,228.24	1,274.00	1,319.44	1,342.24	1,364.24	1,387.28	1,409.76	1,432.24
	13.376	14.231	14.791	15.353	15.925	16.493	16.778	17.053	17.341	17.622	17.903
Grp 5	29,434	31,308	32,610	33,883	35,189	36,477	37,176	37,883	38,590	39,295	39,994
	1,132.08	1,204.16	1,254.24	1,303.20	1,353.44	1,402.96	1,429.84	1,457.04	1,484.24	1,511.36	1,538.24
	14.151	15.052	15.678	16.290	16.918	17.537	17.873	18.213	18.553	18.892	19,228
Grp 6	31,616	33,627	35,167	36,691	38,214	39,755	40,658	41,550	42,424	43,316	44,206
	1,216.00	1,293.36	1,352.56	1,411.20	1,469.76	1,529.04	1,563.76	1,598.08	1,631.68	1,666.00	1,700.24
	15.200	16.167	16.907	17.640	18.372	19.113	19.547	19.976	20.396	20.825	21.253
Grp 7	33,927	36,090	37,966	39,844	41,716	43,582	44,601	45,616	46,638	47,651	48,672
	1,304.88	1,388.08	1,460.24	1,532.48	1,604.48	1,676.24	1,715.44	1,754.48	1,793.76	1,832.72	1,872.00
	16.311	17.351	18.253	19.156	20.056	20.953	21.443	21.931	22.422	22.909	23.400
Grp 8	36,431	38,752	40,945	43,145	45,319	47,497	48,622	49,741	50,862	51,990	53,119
	1,401.20	1,490.48	1,574.80	1,659.44	1,743.04	1,826.80	1,870.08	1,913.12	1,956.24	1,999.60	2,043.04
	17.515	18.631	19.685	20.743	21.788	22.835	23.376	23.914	24.453	24.995	25.538

CMU - White Collar - Pay Scale

White Collar - 2018

APPENDIX B - I

Clerical Maintenance Union - Blue Collar As of January 1, 2014

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	22,522	23,964	24,860	25,763	26,661	27,564	28,013	28,461	28,908	29,355	29,802
	866.24	921.68	956.16	990.88	1,025.44	1,060.16	1,077.44	1,094.64	1,111.84	1,129.04	1,146.24
	10.828	11.521	11.952	12.386	12.818	13.252	13.468	13.683	13.898	14.113	14.328
Grp 2	22,963	24,425	25,370	26,302	27,233	28,161	28,631	29,110	29,571	30,041	30,512
	883.20	939.44	975.76	1,011.60	1,047.44	1,083.12	1,101.20	1,119.60	1,137.36	1,155.44	1,173.52
	11.040	11.743	12.197	12.645	13.093	13.539	13.765	13.995	14.217	14.443	14.669
Grp 3	23,812	25,328	26,318	27,302	28,286	29,280	29,771	30,279	30,765	31,262	31,755
	915.84	974.16	1,012.24	1,050.08	1,087.92	1,126.16	1,145.04	1,164.56	1,183.28	1,202.40	1,221.36
	11.448	12.177	12.653	13.126	13.599	14.077	14.313	14.557	14.791	15.030	15.267
Grp 4	24,833	26,416	27,468	28,508	29,561	30,622	31,144	31,660	32,192	32,712	33,234
	955.12	1,016.00	1,056.48	1,096.48	1,136.96	1,177.76	1,197.84	1,217.68	1,238.16	1,258.16	1,278.24
	11.939	12.700	13.206	13.706	14.212	14.722	14.973	15.221	15.477	15.727	15.978
Grp 5	26,268	27,947	29,108	30,245	31,406	32,556	33,184	33,817	34,445	35,071	35,697
	1,010.32	1,074.88	1,119.52	1,163.28	1,207.92	1,252.16	1,276.32	1,300.64	1,324.80	1,348.88	1,372.96
	12.629	13.436	13.994	14.541	15.099	15.652	15.954	16.258	16.560	16.861	17.162
Grp 6	28,217	30,016	31,387	32,754	34,110	35,483	36,288	37,086	37,868	38,659	39,451
	1,085.28	1,154.48	1,207.20	1,259.76	1,311.92	1,364.72	1,395.68	1,426.40	1,456.48	1,486.88	1,517.36
	13.566	14.431	15.090	15.747	16.399	17.059	17.446	17.830	18.206	18.586	18.967
Grp 7	30,283	32,215	33,898	35,558	37,234	38,908	39,817	40,724	41,629	42,538	43,451
	1,164.72	1,239.04	1,303.76	1,367.60	1,432.08	1,496.48	1,531.44	1,566.32	1,601.12	1,636.08	1,671.20
	14.559	15.488	16.297	17.095	17.901	18.706	19.143	19.579	20.014	20.451	20.890
Grp 8	32,519	34,592	36,550	38,509	40,452	42,392	43,401	44,402	45,404	46,409	47,418
	1,250.72	1,330.48	1,405.76	1,481.12	1,555.84	1,630.48	1,669.28	1,707.76	1,746.32	1,784.96	1,823.76
	15.634	16.631	17.572	18.514	19.448	20.381	20.866	21.347	21.829	22.312	22.797

APPENDIX B - 2

Clerical Maintenance Union - Blue Collar As of January 1, 2015

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	23,198	24,683	25,607	26,537	27,462	28,392	28,854	29,313	29,775	30,235	30,697
	892.24	949.36	984.88	1,020.64	1,056.24	1,092.00	1,109.76	1,127.44	1,145.20	1,162.88	1,180.64
	11.153	11.867	12.311	12.758	13.203	13.650	13.872	14.093	14.315	14.536	14.758
Grp 2	23,652	25,158	26,131	27,090	28,051	29,006	29,490	29,983	30,460	30,942	31,427
	909.68	967.60	1,005.04	1,041.92	1,078.88	1,115.60	1,134.24	1,153.20	1,171.52	1,190.08	1,208.72
	11.371	12.095	12.563	13.024	13.486	13.945	14.178	14.415	14.644	14.876	15.109
Grp 3	24,525	26,087	27,109	28,122	29,135	30,158	30,663	31,188	31,689	32,200	32,708
	943.28	1,003.36	1,042.64	1,081.60	1,120.56	1,159.92	1,179.36	1,199.52	1,218.80	1,238.48	1,258.00
	11.791	12.542	13.033	13.520	14.007	14.499	14.742	14.994	15.235	15.481	15.725
Grp 4	25,578	27,208	28,292	29,363	30,447	31,541	32,078	32,610	33,157	33,694	34,231
	983.76	1,046.48	1,088.16	1,129.36	1,171.04	1,213.12	1,233.76	1,254.24	1,275.28	1,295.92	1,316.56
	12.297	13.081	13.602	14.117	14.638	15.164	15.422	15.678	15.941	16.199	16.457
Grp 5	27,057	28,785	29,981	31,152	32,348	33,534	34,181	34,832	35,479	36,123	36,768
	1,040.64	1,107.12	1,153.12	1,198.16	1,244.16	1,289.76	1,314.64	1,339.68	1,364.56	1,389.36	1,414.16
	13.008	13.839	14.414	14.977	15.552	16.122	16.433	16.746	17.057	17.367	17.677
Grp 6	29,064	30,917	32,329	33,736	35,133	36,548	37,376	38,199	39,004	39,820	40,635
	1,117.84	1,189.12	1,243.44	1,297.52	1,351.28	1,405.68	1,437.52	1,469.20	1,500.16	1,531.52	1,562.88
	13.973	14.864	15.543	16.219	16.891	17.571	17.969	18.365	18.752	19.144	19,536
Grp 7	31,192	33,182	34,915	36,625	38,351	40,075	41,011	41,945	42,877	43,815	44,755
	1,199.68	1,276.24	1,342.88	1,408.64	1,475.04	1,541.36	1,577.36	1,613.28	1,649.12	1,685.20	1,721.36
	14.996	15.953	16.786	17.608	18.438	19.267	19.717	20.166	20.614	21.065	21.517
Grp 8	33,494	35,630	37,646	39,664	41,664	43,663	44,703	45,733	46,767	47,800	48,840
	1,288.24	1,370.40	1,447.92	1,525.52	1,602.48	1,679.36	1,719.36	1,758.96	1,798.72	1,838.48	1,878.48
	16.103	17.130	18.099	19.069	20.031	20.992	21.492	21.987	22.484	22.981	23.481

APPENDIX B - 3

Clerical Maintenance Union - Blue Collar As of January 1, 2016

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	23,779	25,301	26,248	27,200	28,149	29,101	29,576	30,046	30,520	30,990	31,464
	914.56	973.12	1,009.52	1,046.16	1,082.64	1,119.28	1,137.52	1,155.60	1,173.84	1,191.92	1,210.16
	11.432	12.164	12.619	13.077	13.533	13.991	14.219	14.445	14.673	14.899	15.127
Grp 2	24,242	25,786	26,784	27,768	28,752	29,732	30,227	30,732	31,221	31,716	32,213
	932.40	991.76	1,030.16	1,068.00	1,105.84	1,143.52	1,162.56	1,182.00	1,200.80	1,219.84	1,238.96
	11.655	12.397	12.877	13.350	13.823	14.294	14.532	14.775	15.010	15.248	15.487
Grp 3	25,139	26,740	27,787	28,825	29,863	30,911	31,431	31,968	32,481	33,005	33,525
	966.88	1,028.48	1,068.72	1,108.64	1,148.56	1,188.88	1,208.88	1,229.52	1,249.28	1,269.44	1,289.44
	12.086	12.856	13.359	13.858	14.357	14.861	15.111	15.369	15.616	15.868	16.118
Grp 4	26,216	27,889	28,999	30,098	31,208	32,329	32,881	33,426	33,987	34,536	35,085
	1,008.32	1,072.64	1,115.36	1,157.60	1,200.32	1,243.44	1,264.64	1,285.60	1,307.20	1,328.32	1,349.44
	12.604	13.408	13.942	14.470	15.004	15.543	15.808	16.070	16.340	16.604	16.868
Grp 5	27,733	29,505	30,730	31,930	33,157	34,372	35,036	35,703	36,365	37,026	37,688
	1,066.64	1,134.80	1,181.92	1,228.08	1,275.28	1,322.00	1,347.52	1,373.20	1,398.64	1,424.08	1,449.52
	13.333	14.185	14.774	15.351	15.941	16.525	16.844	17.165	17.483	17.801	18.119
Grp 6	29,790	31,691	33,139	34,578	36,011	37,461	38,309	39,154	39,980	40,816	41,650
	1,145.76	1,218.88	1,274.56	1,329.92	1,385.04	1,440.80	1,473.44	1,505.92	1,537.68	1,569.84	1,601.92
	14.322	15.236	15.932	16.624	17.313	18.010	18.418	18.824	19.221	19.623	20.024
Grp 7	31,972	34,012	35,788	37,540	39,310	41,078	42,037	42,994	43,948	44,911	45,874
	1,229.68	1,308.16	1,376.48	1,443.84	1,511.92	1,579.92	1,616.80	1,653.60	1,690.32	1,727.36	1,764.40
	15.371	16.352	17.206	18.048	18.899	19.749	20.210	20.670	21.129	21.592	22.055
Grp 8	34,332	36,521	38,586	40,656	42,707	44,755	45,820	46,877	47,936	48,996	50,061
	1,320.48	1,404.64	1,484.08	1,563.68	1,642.56	1,721.36	1,762.32	1,802.96	1,843.68	1,884.48	1,925.44
	16.506	17.558	18.551	19.546	20.532	21.517	22.029	22.537	23.046	23.556	24.068

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APPENDIX B - 4

Clerical Maintenance Union - Blue Collar As of January 1, 2017

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	24,373	25,933	26,903	27,880	28,852	29,829	30,314	30,796	31,283	31,764	32,250
	937.44	997.44	1,034.72	1,072.32	1,109.68	1,147.28	1,165.92	1,184.48	1,203.20	1,221.68	1,240.40
	11.718	12.468	12.934	13.404	13.871	14.341	14.574	14.806	15.040	15.271	15.505
Grp 2	24,848	26,431	27,454	28,463	29,472	30,474	30,982	31,500	32,001	32,508	33,018
	955.68	1,016.56	1,055.92	1,094.72	1,133.52	1,172.08	1,191.60	1,211.52	1,230.80	1,250.32	1,269.92
	11.946	12.707	13.199	13.684	14.169	14.651	14.895	15.144	15.385	15.629	15.874
Grp 3	25,767	27,408	28,481	29,544	30,609	31,685	32,217	32,766	33,292	33,831	34,364
	991.04	1,054.16	1,095.44	1,136.32	1,177.28	1,218.64	1,239.12	1,260.24	1,280.48	1,301.20	1,321.68
	12.388	13.177	13.693	14.204	14.716	15.233	15.489	15.753	16.006	16.265	16.521
Grp 4	26,872	28,585	29,725	30,851	31,988	33,139	33,702	34,262	34,838	35,400	35,963
	1,033.52	1,099.44	1,143.28	1,186.56	1,230.32	1,274.56	1,296.24	1,317.76	1,339.92	1,361.52	1,383.20
	12.919	13.743	14.291	14.832	15.379	15.932	16.203	16.472	16.749	17.019	17.290
Grp 5	28,425	30,243	31,497	32,729	33,987	35,231	35,911	36,596	37,274	37,952	38,630
	1,093.28	1,163.20	1,211.44	1,258.80	1,307.20	1,355.04	1,381.20	1,407.52	1,433.60	1,459.68	1,485.76
	13.666	14.540	15.143	15.735	16.340	16.938	17.265	17.594	17.920	18.246	18.572
Grp 6	30,534	32,483	33,966	35,443	36,912	38,397	39,266	40,134	40,980	41,837	42,692
	1,174.40	1,249.36	1,306.40	1,363.20	1,419.68	1,476.80	1,510.24	1,543.60	1,576.16	1,609.12	1,642.00
	14.680	15.617	16.330	17.040	17.746	18.460	18.878	19.295	19.702	20.114	20.525
Grp 7	32,770	34,863	36,683	38,478	40,292	42,105	43,087	44,069	45,047	46,035	47,020
	1,260.40	1,340.88	1,410.88	1,479.92	1,549.68	1,619.44	1,657.20	1,694.96	1,732.56	1,770.56	1,808.48
	15.755	16.761	17.636	18.499	19.371	20.243	20.715	21.187	21.657	22.132	22.606
Grp 8	35,192	37,434	39,551	41,673	43,774	45,874	46,966	48,048	49,134	50,222	51,314
	1,353.52	1,439.76	1,521.20	1,602.80	1,683.60	1,764.40	1,806.40	1,848.00	1,889.76	1,931.60	1,973.60
	16.919	17.997	19.015	20.035	21.045	22.055	22.580	23.100	23.622	24.145	24.670

CMU - Blue Collar - Pay Scale

Blue Collar - 2017

APPENDIX B - 5

Clerical Maintenance Union - Blue Collar As of January 1, 2018

	0	1	2	3	4	5	A	B	C	D	E
Grp 1	24,983	26,582	27,575	28,577	29,573	30,576	31,071	31,566	32,065	32,558	33,057
	960.88	1,022.40	1,060.56	1,099.12	1,137.44	1,176.00	1,195.04	1,214.08	1,233.28	1,252.24	1,271.44
	12.011	12.780	13.257	13.739	14.218	14.700	14.938	15.176	15.416	15.653	15.893
Grp 2	25,470	27,092	28,140	29,174	30,208	31,235	31,755	32,288	32,802	33,322	33,844
	979.60	1,042.00	1,082.32	1,122.08	1,161.84	1,201.36	1,221.36	1,241.84	1,261.60	1,281.60	1,301.68
	12.245	13.025	13.529	14.026	14.523	15.017	15.267	15.523	15.770	16.020	16.271
Grp 3	26,412	28,092	29,193	30,283	31,375	32,477	33,022	33,586	34,124	34,678	35,223
	1,015.84	1,080.48	1,122.80	1,164.72	1,206.72	1,249.12	1,270.08	1,291.76	1,312.48	1,333.76	1,354.72
	12.698	13.506	14.035	14.559	15.084	15.614	15.876	16.147	16.406	16.672	16.934
Grp 4	27,543	29,301	30,468	31,622	32,787	33,966	34,545	35,119	35,709	36,284	36,862
	1,059.36	1,126.96	1,171.84	1,216.24	1,261.04	1,306.40	1,328.64	1,350.72	1,373.44	1,395.52	1,417.76
	13.242	14.087	14.648	15.203	15.763	16.330	16.608	16.884	17.168	17.444	17.722
Grp 5	29,137	31,000	32,286	33,546	34,838	36,111	36,810	37,511	38,205	38,900	39,595
	1,120.64	1,192.32	1,241.76	1,290.24	1,339.92	1,388.88	1,415.76	1,442.72	1,469.44	1,496.16	1,522.88
	14.008	14.904	15.522	16.128	16.749	17.361	17.697	18.034	18.368	18.702	19.036
Grp 6	31,298	33,295	34,815	36,329	37,835	39,358	40,248	41,136	42,006	42,883	43,759
	1,203.76	1,280.56	1,339.04	1,397.28	1,455.20	1,513.76	1,548.00	1,582.16	1,615.60	1,649.36	1,683.04
	15.047	16.007	16.738	17.466	18.190	18.922	19.350	19.777	20.195	20.617	21.038
Grp 7	33,590	35,734	37,600	39,439	41,298	43,158	44,165	45,171	46,172	47,185	48,196
	1,291.92	1,374.40	1,446.16	1,516.88	1,588.40	1,659.92	1,698.64	1,737.36	1,775.84	1,814.80	1,853.68
	16.149	17.180	18.077	18.961	19.855	20.749	21.233	21.717	22.198	22.685	23.171
Grp 8	36,071	38,370	40,539	42,715	44,868	47,020	48,142	49,250	50,363	51,478	52,597
	1,387.36	1,475.76	1,559.20	1,642.88	1,725.68	1,808.48	1,851.60	1,894.24	1,937.04	1,979.92	2,022.96
	17.342	18.447	19.490	20.536	21.571	22.606	23.145	23.678	24.213	24.749	25.287

CMU - Blue Collar - Pay Scale

Blue Collar - 2018

APPENDIX C

GRIEVANCE FORM

TO: _____ Assistant Deputy Director, Human Resources or
Contract Library Director

- (1) Who is grieving:
- (2) What the library did or failed to do that the grievant(s) object(s) to:
- (3) Paragraph of the Agreement - or written personnel rule - the foregoing act or failure to act violated:
- (4) Action the grievant(s) believe(s) the Library should take to remedy the situation described above:
- (5) The grievant discussed this grievance with his/her immediate supervisor on
(date) _____.
- (6) Grievant does / does not (circle one) request an informal hearing.
- (7) By submitting this written grievance, the grievant(s) waive(s) all right to have the matter herein grieved adjusted by any other procedure which would otherwise have been available to him.

Signature of Grievant(s) _____

Dated: _____

IN WITNESS WHEREOF, the duly authorized representatives of the parties have signed their names below on the dates indicated.

FOR THE BUFFALO & ERIE COUNTY PUBLIC LIBRARY



9/28/15

Jeanning M. Doyle

Date

Human Resources/Labor Relations Officer
Buffalo & Erie County Public Library

**FOR THE CLERICAL & MAINTENANCE UNION OF
THE BUFFALO & ERIE COUNTY PUBLIC LIBRARY –
CONTRACTING LIBRARIES**



9/26/2015

Kevin Zawadzki

Date

President, Clerical & Maintenance Union of the
Buffalo & Erie County Public Library – Contracting Libraries